


OFFICER CANDIDATE SCHOOL PROGRAM REVIEW



A RECOMMENDATION TO IMPROVE
OCS ACADEMICS

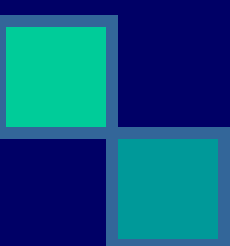



Quality Statement

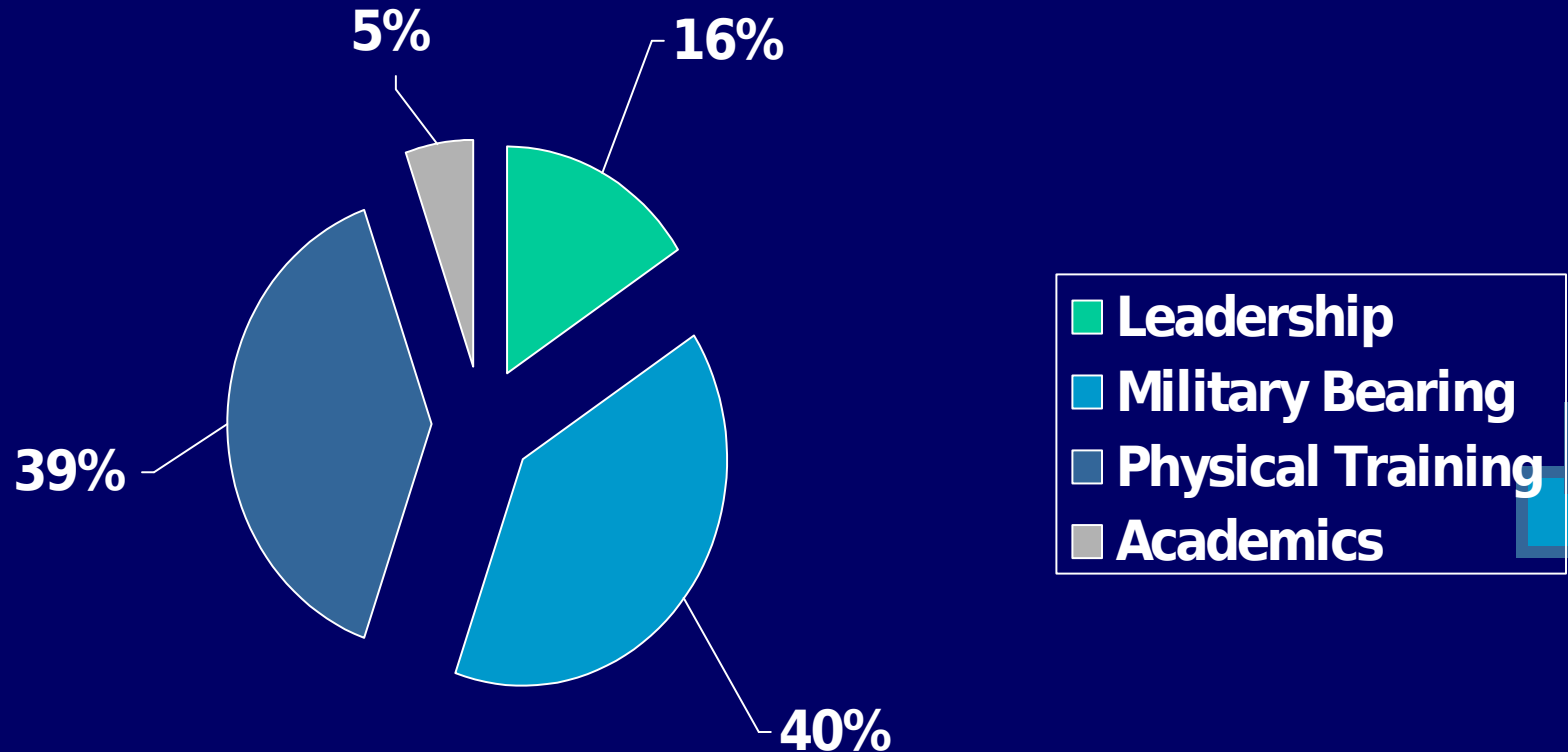
- THE OCS PROGRAM PRODUCES A QUALITY OFFICER!
 - HOWEVER, THE FLEET VIEWS THIS OFFICER LEADING THE PACK IN MILITARY BEARING AND PHYSICAL READINESS BUT BEHIND THEIR COUNTERPARTS IN DIVISION OFFICER AND LEADERSHIP SKILLS. (ref: Nov 1998 Assessment)
 - WITH LITTLE RESOURCES AND STAFF EFFORT, WE CAN MAKE OCS ACADEMIC MODIFICATIONS TO PRODUCE AN EXCELLENT OFFICER WITH LEADERSHIP TOOLS THAT ALLOW FOR EFFECTIVE DIVISION MANAGEMENT.
 - THIS CAN BE DONE WITHOUT SACRIFICING THE PROGRAM STRENGTHS
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LATEST SURVEY RESULTS

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- November 1998
 - Conducted by OCS Staff
 - Dated information but the best available program metrics
 - Results still relevant until new survey conducted
 - Provides quality indicators that must be considered and analyzed
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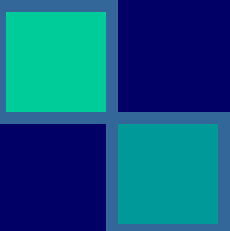

MACRO SUMMARY OF RESULTS



Results: Our graduates are strong in military bearing and physical training but are limited in the leadership, division officer, and academics areas.

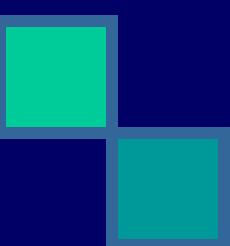



Today's Situation

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- Although we put out a quality product, the nature of academics is “Pump and Dump”
 - Academic courses are perceived as “Stressors” vice professional development tools
 - Students are only interested in knowing the information necessary to pass the exam
 - We test candidates ability to take tests instead of course material retention/use
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How Did We Get Here?

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- No “Zero Based” strategic academics review
 - No Fleet Feedback mechanism
 - Academics critiques asked the incorrect questions
 - Dynamics of officer education/preparation has changed
 - Business rules condoned tolerance (i.e. reduce attrition)
 - Static Staff Paradigm – (“This is the way it’s always been”)
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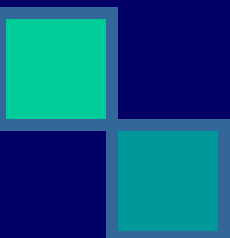

BALANCING THE SCALE



The Goal: Maintain the current level of militarization (i.e. Drill, PT, etc) and increase leadership development through academics

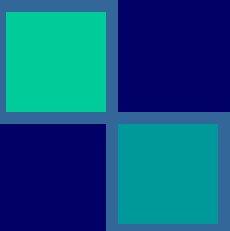



PLAN OF ACTION

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- Restructure OCS Academics by:
 - Building 4 Phases into Academics
 - Core development phase
 - Specialized designator training
 - Leadership Development
 - Capstone Event
 - Align ourselves with follow-on commands to best prepare candidates for success and receive quality feedback
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Core Development Phase


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- **Courses**
 - Naval Warfare
 - Naval Engineering (Self Study with Exam?)
 - Naval Damage Control with Wet Trainer
 - Naval Seamanship
 - Naval Navigation
 - All candidates participate in this phase
 - Each course is 3 to 4 days maximum
 - Option:
 - OCS Weeks 2 through 5 (Flexible)
 - All courses are testable
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Leadership Development Phase

- Example Course Work:
 - Division Officer Training
 - Military Law
 - Leadership Training Continuum (LTC)
 - Role Playing
 - The Wardroom
 - Leadership Development Continuum (LDC)
- Incorporate the Naval Administration Course to support this phase:
 - 3M
 - Training
 - Naval Administration
- Leadership Phase is approx two weeks - Weeks 6 and 7 (Flexible)



Specialization Development Phase

- Designator Indoctrination Training
 - SWO (Example)
 - Designator Brief – Day 1
 - CO Afloat Brief – Captain Nawrocki
 - Designator Familiarization
 - All other designators will have similar type training
 - Align ourselves with gaining commands to acquire a sponsor and follow on training prep requirements
 - Week 8 (3 – 5 Days)
 - Expanded Designator Briefs
 - Oral Boards (Optional)
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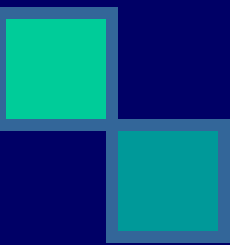

Capstone Event

Example Event for consideration:

- 2 Day Underway/In port Watch standing Period on YPs
- Underway for 8 Hours
- In port overnight standing watches
- Underway the next morning
- Culmination of leadership through ships evolutions and watch standing. Simulates True Underway
- Transit Pensacola Bay
 - Formation Steaming
 - Man Overboard Drills
 - Navigation/Seamanship
 - Contact Management
- Multiple candidates serve in leadership/watch standing positions on both YPs
- Substitute for 12th week ride (All Participate)
- During Week 8/9

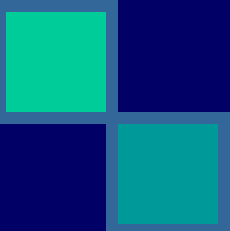



Additional Notes

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- As much as possible, staff officers will lead/instruct specialization and leadership phases to provide mentorship
 - This recommended plan will require manipulation of current OCS schedule and some course material
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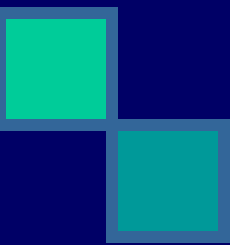



PHASED IMPLEMENTATION TIMELINE

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- From time of approval:
 - 4-5 Months Courseware Preparation/Approval
 - 1 Month - Resource Alignment/Schedule Coordination
 - 1 - 2 Months – Pilot/Redesign
 - Implementation
 - Monitor
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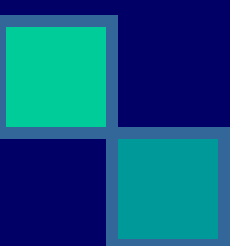



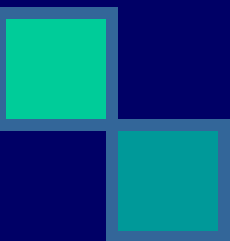
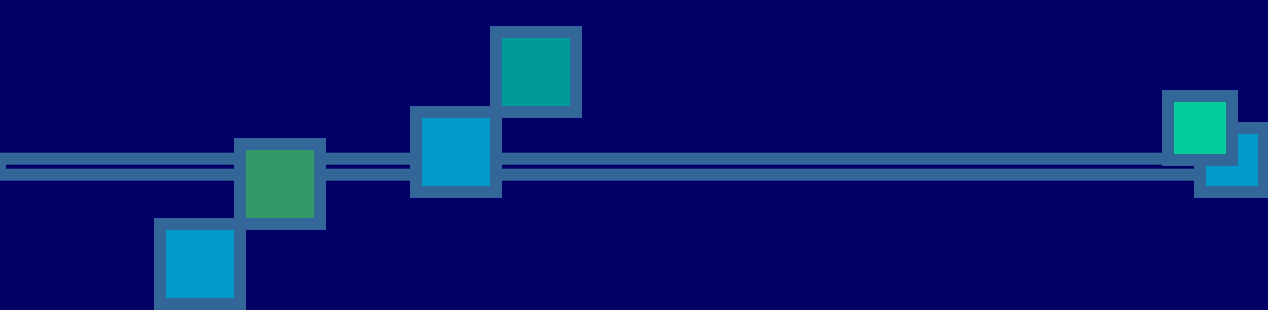
Current Events for Consideration

- **OTC Pensacola's Web Based Initiative**
 - Naval History/PFA Information and Naval Etiquette will be web-based within three months (March 2004)
 - Candidates will complete during DEP enhancement period and will test out prior to arrival
 - **Officer Professional Core Competencies (PCC)**
 - Approved by CNO April 2001
 - NSTC N3/N5/N7 currently working on new PCCs for validation by the Board of Advisors (BOA) NLT March 2004.
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TAKE AWAYS

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- When a situation has gone on for a long time, we can falsely believe that it can't be improved, when reality is that everything can be improved by thoughtful and focused action!!
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QUESTIONS?

